

Human Relations Commission Agenda

The Human Relations Commission is a citizen commission appointed by the Fremont City Council. Human Relations Commission business is conducted in a public forum and operates within the provisions of the Brown Act. Information on the Brown Act may be obtained from the City Clerk's office at 3300 Capitol Avenue (phone 284-4060).

General Order of Business

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|-------------------------------|---------------------------|--------------------------|
| 1. Secretary Check for Quorum | 6. Written Communications | 11. Commission Referrals |
| 2. Call to order – 7:15 p.m. | 7. Announcements | 12. Commission Reports |
| 3. Roll call | 8. Consent Items | 13. Staff Reports |
| 4. Approval of Minutes | 9. Old Business | 14. Referral to Staff |
| 5. Oral Communications | 10. New Business | 15. Adjournment |

Order of Discussion

Generally, the order of discussion after introduction of an item by the Chair will include comments and information by staff followed by Human Relations Commissions questions, inquiries or discussion. The applicant, authorized representative, or interested citizens may then speak on the item. At the close of public discussion, the item will be considered by the Commission and action taken.

Oral Communications

Any person desiring to speak on a matter which is not scheduled on this agenda may do so under Oral Communications. The Human Relations Commission will take no action on an item which does not appear on the agenda. The item will be agendaized for the next regular meeting or at a special meeting called in accordance with the terms of the Brown Act. The Human Relations Commission may establish time limits of presentations.

Information

Regular scheduled meetings of the Human Relations Commission are conducted at 3300 Capitol Avenue in City Council Chambers. Meetings are held at 7:15 on the third Monday of the month. Meetings may be tape recorded at the discretion of the Chair.

Copies of the Agenda are available at the Human Services Department at 3300 Capitol Avenue three days preceding the regularly scheduled meeting.

Assistance will be provided to those requiring accommodations for disabilities in compliance with the American Disabilities Act of 1990. Interested persons must request the accommodation at least 2 working days in advance of the meeting by contacting Human Services Department at (510) 574-2050.



Information about the City or items scheduled on the Agenda may be referred to:

Suzanne Shenfil, Director
Human Services Department
3300 Capitol Ave
Fremont, CA 94538
(510) 574-2051

Arquimides Caldera, Deputy Director
Human Services Department
3300 Capitol Ave.
Fremont, CA 94538
(510) 574-2056

Your interest in the conduct of your City's business is appreciated.

Human Relations Commission

Dharminder Dewan – Vice Chair
Tejinder Dhami
Beth Hoffman
Paddy Iyer
Lance Kwan
Julie Moore
John Nguyen-Cleary - Chair
John Smith
Debra Watanuki

City Staff

Suzanne Shenfil, Human Services Director
Arquimides Caldera, Deputy Human Services
Director
MaryLou Johnson, Recording Secretary

Mission Statement

The City of Fremont's Human Relations Commission promotes and helps create a community environment in which all men, women and children, regardless of race, religion, national origin, gender, disability or sexual orientation, may live, learn, work and play in harmony.

AGENDA
HUMAN RELATIONS COMMISSION
REGULAR MEETING
MONDAY, JUNE 15, 2015
TRAINING ROOM
3300 CAPITOL AVE., BUILDING B
FREMONT, CALIFORNIA
7:15 P.M.

1. **SECRETARY CALL FOR QUORUM**
2. **CALL TO ORDER**
3. **ROLL CALL**

On January 2015 HRC meeting minutes, Commissioner Dewan was marked as unexcused absence. This should have been marked as excused. Commissioner Dewan had surgery on his broken foot on January 9, and he was on doctor-ordered activity restriction in the days immediately following his surgery. This has been corrected his January attendance record to "E"

4. **APPROVAL OF MINUTES** of May 18, 2015
5. **ORAL COMMUNICATIONS**
6. **WRITTEN COMMUNICATIONS**
7. **ANNOUNCEMENTS**
8. **CONSENT ITEMS** (Routine items requiring no discussion; any Commissioner or member of the public can ask for a consent item to be moved to the regular agenda to allow for discussion)
9. **OLD BUSINESS**

9.1 Film Screening: Matthew Shepard is a Friend of Mine

BACKGROUND: On June 20, 2015 at 1:30 PM, the Commission will be co-sponsoring a screening of the film Matthew Shepard is a Friend of Mine, which depicts the journey of director Michele Josue, as she tries to connect with other friends and family of Mathew Shepard, a young gay man who was kidnapped, tortured and left for dead in a Wyoming field in 1998, in hopes of better understanding his life.

The screening will occur at Niles Discovery Church, located at 36600 Niles Blvd., which is co-sponsoring the screening. Jack Weinstein, Director of "Facing History and Ourselves" will facilitate a short discussion after the screening.

Enclosure: 9.1.1 – Matt Shepard Movie Flyer

RECOMMENDATIONS: Receive update from Commissioners and confirm attendance at the event.

9.2 2015 San Francisco Pride Parade and 4th of July Parade

BACKGROUND: The 2015 San Francisco Pride Parade is scheduled for Sunday, June 28, 2015, and will have the theme “Equality Without Exception.” The Commission has agreed to sponsor the City’s contingent, which will include a 14 foot flatbed truck. Staff has submitted the application and fee.

The Commission will also participate in the Fremont 4th of July parade.

Chair Nguyen-Cleary, along with other Commissioners, is leading the Commission’s effort, and has raised over \$3,000 in pledges to date for contingent costs.

Due to planned staff vacations that coincide with the parades, staff would like to discuss whether the Commission has the logistic support, tools, and materials necessary to successfully participate in both parades.

Enclosure: 9.2.1 HRC Parade Sponsor Letter

RECOMMENDATION: Receive update on the preparations for the parades from staff, Chair Nguyen-Cleary and other Commissioners.

9.3 Racial Equity Emerging Leaders Retreat

BACKGROUND: On December 15, 2014, Commissioner Smith reported his assessment of the seminar “Cross-Racial Organizing: the Opportunity to Achieve Racial Equity” which was organized by the California Association of Human Rights Organizations. The seminar suggested racial inequities exist across all indicators for success - education, jobs, housing, neighborhoods, criminal justice, health and more. It also suggested that as citizens, we need to proactively work for racial equity or we may continue to face the status quo.

The Commission is sponsoring a Racial Equity Emerging Leaders retreat. The City has hired Asha Mehta as a consultant to organize and facilitate the 3 day retreat. Enclosed is a copy of the proposed scope of work.

Enclosure: 9.3.1 - CoF-Mehta Racial Equity Emerging Leaders 2015 - SoW

RECOMMENDATION: Receive update from staff

9.4 Human Rights Campaign – 2015 Municipal Equality Index

BACKGROUND: For the last two years, the City of Fremont has participated in the Municipal Equality Index (MEI), which examines the laws, policies, and services of over 350 U.S. cities and rates them on the basis of their inclusivity of lesbian, gay, bisexual and transgender (LGBT) people who live and work there. The MEI is administered by The Human Rights Campaign, an advocacy organization dedicated to LGBT rights. The City achieved a score of 84/100 in the 2014 MEI, which placed it roughly in the top 25% of all cities surveyed.

The Human Rights Campaign has selected the City to participate in the 2015 MEI. Enclosed is a copy of the updated 2015 MEI Scorecard & Standards. Chair Nguyen-Cleary and Deputy Director Arquimides Caldera have been working to improve MEI scores where possible. Specific areas where improvements are anticipated include:

- **Transgender-Inclusive Health Care Benefits.**
The municipality must provide at least one health insurance plan that provides coverage for transgender healthcare needs.

The City contracts health plans through CalPERS, which as of January 1, 2014, mandates plans to include transgender transition-related care in all of their health plans.

- **LGBT Liaison in the Chief Executive Office.**
This category requires an officially designated liaison to the LGBT community.

Staff in the City Manager's office has agreed to the role.

Enclosure: 9.4.1 - 2015 MEI Scorecard & Standards

RECOMMENDATIONS: Review 2015 MEI Standards

9.5 Compassionate City Charter

BACKGROUND: In July 2014, the HRC voted to support the Compassionate City Committee, a subgroup of the Tri-City Interfaith Council (TCIC), in its efforts to have the City of Fremont participate in the Compassionate Communities movement (see link below). The Charter for Compassion is based on the Golden Rule (treat others as you would have them treat you). According to TCIC, over 40 cities around the world have signed the Charter.

The HRC agreed to assist in collecting Fremont residents' feedback on the concept of a Compassionate Community, through the City's Open City Hall website, which is a public forum created to receive public input on various current issues. The forum was active from November 2014 through February 2015 and received approximately 17 responses. Commissioner Dhami has also joined the Compassionate City Committee.

The Committee is currently planning several activities over the next 7 months, culminating in a request that the City Council adopt the Charter on January 23, 2015, the City's 60th Anniversary.

E-Enclosure: www.fremont.gov/opencityhall
<http://charterforcompassion.org/cities>

RECOMMENDATION: Receive update from Commissioner Dhami regarding the Compassionate Community Committee.

10. **NEW BUSINESS** (Items on which the Commission has not yet had an agenda discussion or taken action)

10.1 Brown Act Update

BACKGROUND: The Ralph M. Brown Act (Act) is a law that prevents public officials from having secret meetings and provides the public with an opportunity to monitor and participate in the public decision-making process of legislative bodies, including advisory bodies, like the HRC.

On March 16, 2015, staff updated the Commission on a recent staff Brown Act training and provided a copy of the presentation slides from the training. The Commission agreed that it would benefit from receiving the same training directly from the City Attorney's office staff.

Bronwen Lacy, Deputy City Attorney, will provide the training and emphasize issues directly related to the Commission, such as noticing requirements for standing committees and attendance requirements.

Enclosure: Enc. 10.1.1 – Ralph M Brown Act Training.

RECOMMENDATION: Receive Training and allow time for Questions and Answers.

11. **COMMISSION REFERRALS** (Referrals from the City Council to the Commission)

12. **COMMITTEE REPORTS**

12.1 Promoting Economic Security and Success

COMMITTEE BACKGROUND: Commissioners Hoffman, Chair Nguyen-Cleary and Vice-Chair Dewan, work to promote economic security and success, by implementing the following strategies:

- a. Bridging the Economic Gap
- c. Providing Affordable Housing

RECOMMENDATION: Receive committee report on any non-action items.

12.2 Celebrating Diversity and Promoting Civic Engagement of the Community and Youth

COMMITTEE BACKGROUND: Commissioners Watanuki, Iyer and Smith work to celebrate diversity and promote civic engagement of the community and youth, by implementing the following strategies:

- a. Engaging Youth
- b. Advocating and Educating the Community and Youth about the RHC
- c. Supporting and Promoting the Diversity of Fremont

RECOMMENDATIONS: Receive Committee report on any non-action items.

12.3 Providing Safety-Net Services for At-Risk Populations

COMMITTEE BACKGROUND: Commissioners Kwan, Dhimi, and Vice Chair Dewan work to provide safety net Services for at-risk populations, by implementing the following strategies:

RECOMMENDATION: Receive committee report on any non-action items.

12.4 Financial Resources Committee

COMMITTEE BACKGROUND: Commissioners Smith, Dewan, Watanuki and Chair Nguyen Cleary work to create and implement a sustainable fundraising strategy.

RECOMMENDATION: Receive committee report on any non-action items.

13. STAFF REPORTS

13.1 Attendance Summary (Attachment 13.1)

13.2 Calendar (Attachment 13.2) of HRC regular/special meetings and events.

13.3 HIP Housing Update

14. REFERRALS TO STAFF (a request to have items placed on a future Commission agenda as an item of new business. A vote against means it will be dropped without consideration).

15. ADJOURNMENT